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Area Wage Survey
Ann Arbor, MI
October 1990

U.S. Department of Labor
Bureau of Labor Statistics
Summary
December 1990

This summary presents results of an October 1990 survey of occupational wages and employee benefits in the Ann Arbor Primary Metropolitan Statistical Area, which consists of Washtenaw County. This is 1 of over 110 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 86 establishments employing 38,658 workers was selected to represent 262 establishments employing 64,167 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer systems analysts, computer programmers, computer operators, drafters, and electronics technicians. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Ann Arbor, MI, October 1990

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 – 22.00	22.00 and over
Secretaries	262	12.69	12.14	9.59–15.95	–	–	–	–	1	5	4	3	20	47	22	25	16	15	13	34	33	16	2	1	3	2	–
Secretaries I	10	9.89	10.46	– –	–	–	–	–	1	–	–	3	–	–	2	2	1	1	–	–	–	–	–	–	–	–	–
Secretaries III	168	12.95	12.96	9.76–15.95	–	–	–	–	–	–	–	–	6	41	16	16	5	7	8	30	31	7	1	–	–	–	–
Secretaries IV	31	13.61	13.00	11.92–14.59	–	–	–	–	–	–	–	–	–	–	3	7	6	6	2	2	–	3	–	–	2	–	–
Secretaries V	23	16.47	16.96	14.25–17.90	–	–	–	–	–	–	–	–	–	–	–	–	4	1	3	2	2	6	1	1	1	2	–
Word processors	18	8.26	7.52	7.21–10.39	–	–	–	–	–	4	5	4	–	–	4	1	–	–	–	–	–	–	–	–	–	–	–
Word processors II	14	8.37	7.64	– –	–	–	–	–	–	2	4	4	–	–	3	1	–	–	–	–	–	–	–	–	–	–	–
Key entry operators	19	8.11	8.00	7.50– 8.53	–	–	–	–	–	–	2	3	13	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators I	11	8.00	8.53	– –	–	–	–	–	–	–	2	3	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators II	8	8.25	8.00	– –	–	–	–	–	–	–	–	–	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Messengers	13	6.91	6.97	– –	–	–	–	4	–	3	4	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	6	7.49	7.63	– –	–	–	–	–	–	2	1	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	9	7.03	6.82	– –	–	–	1	2	1	2	–	–	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operator-receptionists	83	7.72	7.45	6.65– 8.56	–	1	1	3	9	21	7	14	15	5	1	2	–	4	–	–	–	–	–	–	–	–	–
Order clerks	202	7.21	6.85	6.45– 7.00	–	–	25	–	40	62	39	3	15	2	–	1	1	10	4	–	–	–	–	–	–	–	–
Order clerks I	189	7.08	6.85	6.30– 7.00	–	–	25	–	40	62	39	3	4	2	–	1	1	8	4	–	–	–	–	–	–	–	–
Accounting clerks	301	8.33	8.10	6.90– 9.17	–	2	4	9	26	35	30	39	61	50	18	8	8	4	5	1	1	–	–	–	–	–	–
Accounting clerks I	7	6.62	7.10	– –	–	–	–	3	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks II	255	8.10	7.82	6.75– 9.00	–	2	4	6	26	35	24	37	56	39	11	2	4	4	4	–	1	–	–	–	–	–	–
Accounting clerks III	29	9.32	9.35	8.15–10.17	–	–	–	–	–	–	2	2	5	11	7	2	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks IV	10	12.47	12.16	– –	–	–	–	–	–	–	–	–	–	–	–	4	4	–	1	1	–	1	–	–	–	–	–
Payroll clerks	35	9.42	8.94	7.60–10.72	–	–	–	–	–	–	2	9	7	4	6	6	–	–	–	–	1	–	–	–	–	–	–
Computer systems analysts	88	19.55	18.78	17.11–21.02	–	–	–	–	–	–	–	–	–	–	–	–	3	1	3	1	13	12	12	11	10	2	[3]20
Computer systems analysts I	22	15.94	16.46	14.41–17.31	–	–	–	–	–	–	–	–	–	–	–	–	3	1	3	1	6	6	2	–	–	–	–
Computer systems analysts II	33	18.96	18.67	18.25–19.71	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	4	9	8	6	–	2
Computer systems analysts III	25	20.79	20.69	19.10–23.08	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	2	1	3	4	2	10
Computer systems analysts IV	6	27.38	26.40	– –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6
Computer programmers:																											
Computer programmers I	14	11.70	11.52	– –	–	–	–	–	–	–	–	–	–	–	4	4	6	–	–	–	–	–	–	–	–	–	–
Computer operators	96	10.66	9.55	8.30–12.02	–	–	–	–	–	2	2	3	30	18	10	6	9	2	–	4	6	1	1	–	–	2	–
Computer operators I	29	8.69	8.25	8.14– 8.62	–	–	–	–	–	–	–	1	22	4	–	2	–	–	–	–	–	–	–	–	–	–	–
Computer operators II	43	9.78	9.51	8.85–10.30	–	–	–	–	–	2	2	2	8	14	5	3	5	2	–	–	–	–	–	–	–	–	–
Computer operators III	19	13.54	12.50	10.85–16.04	–	–	–	–	–	–	–	–	–	–	5	1	4	–	–	3	5	1	–	–	–	–	–
Drafters	117	12.45	12.50	10.00–13.96	–	–	–	–	–	–	–	3	6	18	9	15	17	21	6	12	4	–	2	4	–	–	–
Electronics technicians	149	12.72	11.30	10.25–14.84	–	–	–	–	–	–	–	–	–	30	22	37	–	19	4	1	6	33	–	–	–	–	–
Electronics technicians II	63	11.34	10.70	9.92–13.46	–	–	–	–	–	–	–	–	–	30	2	12	–	17	2	–	–	–	–	–	–	–	–
Electronics technicians III	71	14.41	16.70	11.30–17.04	–	–	–	–	–	–	–	–	–	–	10	20	–	2	2	1	6	30	–	–	–	–	–
Maintenance carpenters	43	18.53	18.68	18.68–18.68	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	39	–	–	–	–
Maintenance electricians	447	18.62	18.91	18.65–18.91	–	–	–	–	–	–	–	–	–	–	2	–	2	4	1	6	10	–	422	–	–	–	–
Maintenance painters	51	18.53	18.61	18.61–18.61	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	51	–	–	–	–
Maintenance machinists	13	18.43	18.20	– –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	13	–	–	–	–
Millwrights	361	18.55	18.68	18.37–18.68	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	361	–	–	–	–
Motor vehicle mechanics	139	17.21	18.37	16.14–18.68	–	–	–	–	–	–	–	–	–	–	2	5	3	2	2	1	38	9	77	–	–	–	–
General maintenance workers	151	8.94	8.64	6.75–10.56	–	–	2	4	15	25	17	3	24	9	20	5	19	4	4	–	–	–	–	–	–	–	–
Tool and die makers	457	17.99	18.93	18.20–18.93	–	–	–	–	–	–	–	–	–	–	–	–	15	6	39	9	5	3	326	54	–	–	–
Stationary engineers	90	18.24	18.68	18.20–18.79	–	–	–	–	–	–	–	–	–	–	1	2	–	–	1	–	–	–	86	–	–	–	–

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Ann Arbor, MI, October 1990 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 – 22.00	22.00 and over
Truckdrivers	335	14.92	16.74	12.60–16.74	–	–	–	–	–	–	4	–	2	41	9	4	37	4	3	5	215	11	–	–	–	–	–
Truckdrivers, tractor-trailer	108	14.57	14.85	12.60–16.88	–	–	–	–	–	–	–	–	2	–	5	4	37	4	3	1	41	11	–	–	–	–	–
Shippers	39	7.32	7.00	7.00– 7.96	–	4	–	–	1	2	18	8	–	4	2	–	–	–	–	–	–	–	–	–	–	–	–
Receivers	47	9.32	8.20	7.35–12.60	–	5	–	–	–	3	12	1	3	1	4	2	16	–	–	–	–	–	–	–	–	–	–
Shippers and receivers	74	11.73	10.34	7.16–15.84	–	–	–	10	–	3	6	–	2	12	5	–	–	–	–	36	–	–	–	–	–	–	–
Warehousemen	174	8.87	8.00	7.50–10.19	–	–	6	–	3	16	18	27	44	14	4	–	42	–	–	–	–	–	–	–	–	–	–
Material handling laborers	25	12.59	15.58	8.50–15.89	–	–	–	1	1	–	1	1	6	–	–	–	–	–	–	14	1	–	–	–	–	–	–
Forklift operators	509	15.16	16.16	15.90–16.16	–	–	2	–	2	2	–	38	–	6	2	–	8	–	–	176	273	–	–	–	–	–	–
Janitors, porters, and cleaners	659	9.85	7.70	4.90–15.65	33	132	89	23	15	5	25	16	20	13	9	–	–	–	–	279	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 5 at 22.00 to 23.00; 5 at 23.00 to 24.00; 2 at 24.00 to 25.00; 2 at 25.00 to 26.00; and 6 at 26.00 and over.

Table 2. Annual paid holidays for full-time workers in Ann Arbor, MI, October 1990

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	2	-
In establishments providing paid holidays	98	100
Number of holidays:		
2 holidays	3	-
3 holidays	2	-
4 holidays	(1)	(1)
5 holidays	-	1
6 holidays	6	16
Plus 1 half day	3	3
Plus 3 half days	2	5
7 holidays	2	6
Plus 2 half days	(1)	-
Plus 3 half days	(1)	(1)
8 holidays	5	2
Plus 2 half days	(1)	(1)
9 holidays	1	2
Plus 2 half days	(1)	(1)
10 holidays	16	12
11 holidays	1	5
12 holidays	6	8
13 holidays	17	26
15 holidays	34	10
Average number of paid holidays where provided (in days)	11.4	10.3

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Ann Arbor, MI, October 1990

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	-	-
In establishments providing paid vacations	100	100
Length-of-time payment	99	100
Percentage payment	(2)	-
By vacation pay provisions for:[3]		
6 months of service:		
Under 1 week	4	3
1 week	55	58
Over 1 and under 2 weeks	1	12
1 year of service:		
1 week	36	22
Over 1 and under 2 weeks	5	5
2 weeks	57	62
Over 2 and under 3 weeks	1	10
3 weeks	1	2
2 years of service:		
1 week	17	6
Over 1 and under 2 weeks	(2)	(2)
2 weeks	77	78
Over 2 and under 3 weeks	1	4
3 weeks	1	8
Over 3 and under 4 weeks	4	4
3 years of service:		
1 week	2	4
Over 1 and under 2 weeks	2	(2)
2 weeks	43	43
Over 2 and under 3 weeks	49	24
3 weeks	1	24
Over 3 and under 4 weeks	4	4
Over 4 and under 5 weeks	(2)	1
5 years of service:		
1 week	(2)	-
2 weeks	31	17
Over 2 and under 3 weeks	(2)	1
3 weeks	64	75
Over 3 and under 4 weeks	4	4
4 weeks	(2)	1
Over 4 and under 5 weeks	(2)	1
10 years of service:		
1 week	(2)	-
2 weeks	3	2
Over 2 and under 3 weeks	1	(2)
3 weeks	34	33
Over 3 and under 4 weeks	52	26
4 weeks	5	34
Over 4 and under 5 weeks	4	5
15 years of service:		
1 week	(2)	-
2 weeks	3	2
3 weeks	16	17
Over 3 and under 4 weeks	1	-
4 weeks	74	66
Over 4 and under 5 weeks	4	12
5 weeks	1	3
Over 5 and under 6 weeks	1	(2)
20 years of service:		
1 week	(2)	-
2 weeks	3	2
3 weeks	12	12
4 weeks	25	29
Over 4 and under 5 weeks	4	12
5 weeks	55	46
Over 5 and under 6 weeks	(2)	(2)
6 weeks	-	(2)
Over 6 and under 7 weeks	1	(2)
25 years of service or more:		
1 week	(2)	-
2 weeks	3	2
3 weeks	12	12
4 weeks	23	21
Over 4 and under 5 weeks	4	7
5 weeks	56	48
Over 5 and under 6 weeks	(2)	5
6 weeks	1	5
Over 6 and under 7 weeks	1	(2)

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Ann Arbor, MI, October 1990

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	97	99
Life insurance	97	99
Noncontributory plans	88	86
Accidental death and dismemberment insurance	92	91
Noncontributory plans	83	78
Sickness and accident insurance or sick leave or both	91	99
Sickness and accident insurance	84	82
Noncontributory plans	80	71
Sick leave (full pay and no waiting period)	20	66
Sick leave (partial pay or waiting period)	1	24
Long-term disability insurance	61	71
Noncontributory plans	60	59
Hospitalization, surgical, and medical insurance	96	99
Noncontributory plans	67	55
Health maintenance organizations	58	67
Noncontributory plans	52	40
Dental care	94	92
Noncontributory plans	70	58
Vision care	58	40
Noncontributory plans	53	34
Alcohol and drug abuse treatment	83	90
Noncontributory plans	65	55
Hearing care	54	35
Noncontributory plans	54	33
Retirement plans	94	95
Noncontributory plans	88	76
Pension	92	87
Noncontributory plans	87	75
Lump sum	10	31
Noncontributory plans	1	1
Other	-	(2)
Noncontributory plans	-	(2)

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Federally required plans such as Social Security and railroad retirement are excluded. Benefit plans legally required by State governments, however, are included.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Ann Arbor, MI,[1] October 1990

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	262	86	64,167	100	33,083	5,792	38,658
Manufacturing	50	77	24	32,417	51	22,374	3,212	23,860
Nonmanufacturing[6]	50	185	62	31,750	49	10,709	2,580	14,798

[1] The Ann Arbor Primary Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Washtenaw County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

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